



Gender Pay 2025

South Yorkshire
Housing Association

South
Yorkshire
Housing
Association



syha.co.uk

Gender Pay Gap

South Yorkshire Housing Association (SYHA) run our Gender Pay Gap data on an annual basis. The Gender Pay Gap is the percentage difference in the average hourly pay of men and women, and is set out in the Gender Pay Regulations.

In line with the regulations, we report on:

- The percentage difference in mean hourly pay between men and women
- The percentage difference in median hourly pay between men and women
- The percentage of men and women in each hourly rate pay quartile.

Over the last year, the number of employees that have been included in our data has decreased from 449 to 381.

This year, we have seen our average gender pay gap increase, after four years of decline, from 3% to 3.5%. Our median gender pay gap has decreased from 18.4% to 17.7%.

42.3%
employees are male

57.7%
employees are female

Based on hourly pay, our gender pay gap results identified:

3.5%
Mean gap
(up from 3% last year)

17.7%
Median gap
(down from 18.4% last year)

SYHA currently operates in two different sectors, which means we have a diverse organisation with many different roles and skills. This can cause a difference in pay due to sector-based role distribution - not by disparities in pay within the same role. Although a sector difference does contribute to our gender pay gap, we ensure equal pay for equal work and strive to improve our gender pay balance across the whole of the organisation.

Year on year – from 2020 to 2024 - we have reduced our average gender pay gap, until this year where we have seen a 0.5% increase. Our median gender pay has varied significantly over the past five years, but this year we have seen a slight decrease of 0.7% which shows we are moving in a positive direction. Evaluation of the gender pay gap by pay quartiles shows a neutral or positive swing towards female employees.

Our pay policies and family friendly policies have stayed the same over the last year. An assessment of our data shows several reasons for the changes to both the average and median gender pay gap, and these reasons are amplified by the high number of women we employ at South Yorkshire Housing Association.

The factors are:

1. Higher percentage of females employed in our LiveWell Department (our care roles)

SYHA employs a disproportionately high number of female employees in LiveWell, our care and support directorate. LiveWell employs 65% of all SYHA employees, with the highest number of employees in roles such as Keyworkers. 71.8% of SYHA's LiveWell employees are female. By contrast, the largest concentration of male employees work in our Repairs and Maintenance teams (electricians, plumbers, etc.) and these roles sit at a higher grade in SYHA's salary structure and attract additional payments such as on call and call out.

This distribution of roles at SYHA is influenced by sector-wide workforce patterns that are shaped by wider gender stereotypes. However, we welcome diversity within our teams and believe it makes us stronger. We aim for all our colleagues to feel valued and respected at work, and provide training and support to ensure that recruitment is fair and inclusive.

During our gender pay analysis, we have noted that because the median reflects the midpoint of our pay distribution - and we have a higher percentage of females in our

lower pay quartiles - this has a direct impact on our median gender pay gap.

2. Out of cycle changes to pay

In 2024/2025, SYHA had a small number of out of cycle pay reviews. Analysis of our out of cycle reviews have identified a positive impact on groups which are both proportionally more female and groups that are proportionally more male. We consider that changes made from out of cycle reviews have a marginal impact on SYHA's gender pay gap.

3. Increment erosion for lower pay grades

The impact of the increases in the National Living Wage (NLW) has caused erosion of pay differentials at the lower end of SYHA's salary scale. This means that our pay grades on family bands 1-3 are now superseded by the NLW. The impact of the NLW is to equalise pay in our lower salary scales. From April 2026, SYHA has committed to pay all employees at Real Living Wage or above, and this will positively impact our lowest paid employees, who are mostly female.

Chief Executive Statement

This year we have seen our median pay gap decrease by 0.7%, but our average gender pay gap has seen a slight increase. Every year, we conduct a deep dive into the factors contributing to our gender pay gap so that we understand what is going on and how we can respond positively to the data.

In addition to reviewing the median and mean across the organisation, SYHA also considers the median range for male and female employees against each pay quartile. When considering the gender pay gap by quartile, SYHA either has a neutral pay gap or a pay gap in favour of female employees.

We have continued to strengthen our approach to pay by considering both market data and diversity data to ensure a fair and well governed process when implementing any workforce planning initiatives. SYHA conducts a detailed equality impact assessment for all significant changes impacting its employees.

In 2025, we were delighted to share that we've joined Places for People (PfP). Joining PfP offers benefits for our customers, colleagues and the South Yorkshire region, and enables us to invest more in our people and communities. We are committed to providing the best possible affordable annual salary increase for our workforce, and this year we have committed to implementing the Real Living Wage which will positively impact those working at the lower end of SYHA's salary scale.

We have a host of flexible benefits across the organisation that are accessible to all. Our agile working policy is fully embedded across the business, making many of our roles even more accessible. More of our employees than ever before have the ability to work from home and balance their hours around other commitments, and we will continue to equip our employees so that they can work in an agile way.

For the purposes of this report, we have no bonuses to report on, and I can confirm that all of the data in this report is correct.

Larry Gold

CEO